

Governance and Policy Committee June 18, 2024, Draft Minutes

Committee Members Attending: Diablo, Nate, Zale

Committee Member (Liaison) Absent: Emma

Guests Attending: Robert Rogers, Jill Blanchard

1. Check-in/[meeting guidelines](#)/agenda approval

- Guidelines and house rules read

2. Notes/Minutes

- Review [Governance and Policy Work Group June 3, 2024, draft notes](#)
 - Nate and Zale stamp of approval
- [Governance and Policy Workgroup March 19, 2024, draft minutes](#) were unofficially approved June 3; need to officially approve tonight
 - Emma, Nate, and Zale unofficially approved last week. We are assuming Emma didn't change her mind from last week and officially approving this week.
- Officially approve neglected [Governance and Policy Committee Agenda and meeting notes June 20, 2023](#)
 - Nate, Tim, and Zale approve
- Officially approve [Governance and Policy Committee Dec. 19, 2023, draft minutes](#)
 - Tim, Zale, and Nate all approve

3. Officially approve revisions: [67 Cardholder Security working version.docx](#)

- Nate and Zale soft-approved last month. Going for official approval now.
 - Tim approves, too!
- Policy was written in 2010 but has a new number now.
 - Zale will change it to be the correct number
- Given Emma is not present and we can't ask Emma now to present to the board, Zale will figure out another way to get this to the board for approval.

4. Review new policy: [II.C.4 Board Candidate Requirements \(proposed\).docx](#)

- Jill: Only qualification currently in the bylaws is to attend a volunteer orientation within 3 months of being seated.
 - Adding a few other requirements to become a board member
 - Decided it's better to make it a policy rather than change the bylaws
- Zale: Do they have to do all of this before they become a board member?
- Jill: If you have to make decisions in October, then you should be ready to make decisions in October
- Change wording of taking the classes to the volunteer orientation language: attend within 3 months of being seated

- Tim: Seems like a lot to ask of board members.
- Jill: Classes are an hour
- Tim: Studio Production is more than that. Has been three hours in the past
 - Nate: Ray is doing it in two hours currently
- Tim: Could be a way to weed out casual board members
- Nate: All classes are offered once a month with those teaching the class willing to add more as needed.
- Zale: Also thinks it's a lot. But agree that people should have some radio context
 - Would it be reasonable to say "take this class if it's available?"
- Send revisions back to the Nominating Committee to review. See if they can come up with some verbiage to introduce the policy and they'll send it back to us.
- Zale: Once this passes, all board members will have to take the classes within three months.

5. Work on [Youth Safety Policy](#)

- See also info from insurance company: [Abuse Prevention Children.Teens Booklet.pdf](#)
- Will send to lawyers before trying to get it approved, so just need to put down what we think it should be.
- Do we need to define Child Abuse?
 - Nate: feels this is the core, "the supervision of children and teens never includes sexual contact, sexual behavior, or sexual flirting or innuendos."
 - This exists in the document: "no intimate/romantic/sexual talk, innuendo, joking, or contact among youth or between youth and adults will be allowed."
 - Diablo commented on some ambiguity about which words "intimate/romantic/sexual" refer to.
 - Zale offered "no talk, innuendo, joking, or contact of an intimate/romantic/sexual nature among youth or between youth and adults will be allowed" as an alternative
- Tim: Could some of the music youth play run afoul of some of the policy?
 - Could program staff hand a youth the Purple Rain album and have them play it on air?
- Discussion about adding "liking posts on social media to item 22.
- Discussion about who a caseworker is.
- Include name and number of the person making the report
 - Also inform the parents that we are making the report
- Typically need parents' approval to join Youth Collective, but what about youth without parents or guardians?
 - They have felt support and a sense of place in the past
- How do we handle parents and visitors at KBOO during the Youth Collective?
 - Do they have to read the policy? Is it enough that the staff supervisors are present?

- How do we handle youth at activities outside of KBOO?
- Nate asks about the definition of Youth on the Policy
 - The policy is not a Youth Collective specific policy
- If you bring your child to the station, the child is your responsibility and you don't need a second adult.
- Nate: If a youth shows up at the door, should a staff member have to be with them in the station since they have been background checked?
 - We aren't carding at the door. Would we know if a 16 or 17 year old stopped in?
 - What if the youth is part of a band? And if a volunteer is handling engineering for the band? We actively want volunteers to run engineering
 - Staff engineer for any band with youth members?
 - Still need another staff person present
- Tim: If a youth is there for a live performance but the parent is on-site, then we don't need the extra staff
- If the Youth Collective members have a band and are all 18 but perform outside of the Collective, would they need supervision?
 - No, since it's not part of the Youth Collective
- Need three parts for the policy
 - Youth Collective
 - Minors volunteering but not part or outside of the Youth Collective
 - Minors at the station not involved volunteering

6. [Conflict Resolution Policy](#) revisions--tabled

- also, let's be sure we answer these questions:
 - ☰ [Copy of Conflict Procedure Questions for GaP committee](#)

7. [Bylaw](#) revision suggestions:--tabled

- Looking at updating bylaws to take into consideration concepts from the union [Collective Bargaining Agreement](#).
- From June 3 meeting:
 - Zale's suggested revision to the contracts section is already in the linked document
 - other suggestions include that the bylaws recognize workers' rights, including the right to form a union. Also, the CBA includes a statement that an unpaid worker may not perform the duties of a paid worker, and this should also be in the bylaws.
 - ask other stations with unions (e.g. KPFFK) how this is reflected in their bylaws

8. Revisit [2022 work plan](#).--tabled